



# USW Local 7884

## ON THE LINE



USW Local 7884, Box 36 Elkford, BC, Phone # 250-865-2223, Fax # 250-865-7515,  
Email: [info@usw7884.com](mailto:info@usw7884.com), Web: [usw7884.com](http://usw7884.com)

## Letter to the membership

### **USW Local 7884 Membership**

I want to begin by telling each of you how proud I am to represent such a strong and resilient membership. The challenges and hurdles that we have faced and overcome together over the last two years would have put most memberships and employers into a tailspin. Not us! We stood strong. We adapted when necessary and ensured we took the extra time to look out for one another. Making changes when needed and making countless sacrifices along the way our membership strengthened in both safety and solidarity.

Our OHSC team has worked countless hours preparing and responding to challenges both onsite and offsite, that in some cases were unforeseen. Keeping the membership's health and safety in the forefront has allowed us to successfully work through this pandemic. The Mine manager and I will be working closely with the OHSC over the next year to ensure we have a stronger safety presence onsite. The OHSC has also put an enormous amount of effort into finding solutions to some of the ongoing issues. FRO has seen a significant decrease in dangerous occurrences in 2021 but we still have a lot of work ahead of us. Please continue to look out for one another and stand up for safety.

Local 7884 has also just completed a bargaining year by securing a Collective Bargaining Agreement that is valid until May 1, 2027. I want to make it clear to all of you that if it wasn't for the membership showing its strength and solidarity, we wouldn't have been nearly as successful as we were.

As many of you are aware, Fording River Operations has recently announced that they have a serious problem with silica dust throughout the mine site. Their extensive testing results show high and extremely high levels of silica dust in multiple departments and areas around the mine site which makes rectifying the problem extremely hard. What I am trying to say is that there is no easy solution to the problem.

Upon the Union being notified of this issue, we immediately started working with the Employer on both long term and short term administrative / engineering controls. These controls are necessary to lower the exposure limits of silica dust, but they will take time. Some of them you probably already see being put into place around your work area. All these controls are long term controls and require extensive costs and planning.

Upon being notified of the hazardous Silica levels, Teck immediately decided to implement multiple respirator protection SP&P's. They also did various fit testing blips for respirators and provided all employees with the proper respirator and PPE. (If you didn't receive this, please see first aid immediately and notify the Union)

As time has progressed and the Union continues to work with the Employer on long term solutions to reduce the exposure of Silica levels, the Employer has forgotten a key step to success. A key step to ensuring that all of you go home, safe, and healthy every day. That step is ensuring respirators are worn in high-risk areas until the long-term solutions are in place and have successfully lowered the risk to each of you.

As the long-term safety measures for silica dust are implemented and pressure tested, the Employer has not led the workforce by ensuring all their supervisors lead by example and wear their respirators when

in high-risk areas. They have not led the workforce by ensuring our members aren't putting themselves at risk daily by the complete lack of enforcement to such a serious issue.

Instead, the Company periodically, depending on department / shift / supervisor, has taken the stance that the solution is simply ensuring our members shave before work. This happens occasionally when a supervisor wants to flex their muscles to the crew. Apparently if you shave and can don a respirator, then you will be free of silica dust.

How someone in a leadership role figures that being clean shaven is the solution to silicosis is beyond me.

I have asked senior leadership as to why their supervisors don't wear respirators. Why does this clean-shaven blitz happen periodically and then you're free to grow a beard again? Why is it that there is no enforcement to wear the necessary PPE? Why do some supervisors and some of the members still, after a year, not understand the lasting effects of silicosis? Why would someone on a particular shift & department have to shave but someone in the exact same job description on another shift not have to?

The answer I have received was "that the Business Unit is working on it."

Sisters and brothers of Local 7884, If the employer is going to continue to put each of us at risk daily, then we as the Union must stand up together and ensure we all stay safe from this deadly hazard. Do we want to have to shave and wear a respirator in these high-risk areas? Absolutely not, but in the short term we have an obligation to work safely and look out for one another's safety.

The Union has been pushing the Ministry and the Employer for decades to show that silicosis is a problem on the mine site. Now after many years the problem has been identified and it is even worse than the Union expected. We will not step back now and allow our members to be poisoned until the long-term exposure reduction solutions are in effect. Too many of our members have been poisoned already and we have WCB cases of silicosis to show the lasting effects.

My ask to each of you is to stand up for our health and safety. Stand up and ensure we protect ourselves from this deadly disease. The Union encourages all of you to wear the proper PPE to protect yourselves from this illness while we ensure long term solutions are implemented.

We will not support this lackadaisical approach to our immediate health and safety. If your supervisors won't take ownership and lead, then please stand up as the Union and lead your supervisors.

I apologize for the frustrations over the last while regarding shaving and respirators. None of you have deserved the unfair, unorganized treatment that you have been receiving and the Union will ensure we are all treated equally and fairly.

I would like to wish each of you and your family's, peace, joy, and prosperity throughout the upcoming holiday season and coming year. I thank you for your continued support and look forward to the challenges ahead in 2022!

Adam Connell, President

## Congratulations to all the 2020/2021 Retirees

Barry Borkowski 30 years  
Paul Langenbach 31 years  
Daniel Borrows 39 years  
Kenneth Huisman 38 years  
David Bohn 38 years  
Gilbert Bourgeois 31 years  
Claude Smith 13 years  
Drayson Parker 31 years  
Bernie Karu 37 years  
Steve Fowler 38 years  
Joyce Carlson 40 years  
Larry Hooper 10 years  
Bruce Sawatsky 42 years  
Peter Sterbenc 41 years  
Tim Lowen 41 years  
Bradley Batchelor 39 years  
Ross Kelly 39 years  
Terry Durban 39 years  
Jim Lypkie 38 years  
Barry Mills 32 years  
Jack Allan 20 years  
John Robinson 13 years  
Terry Maloff 12 years  
Susan Wagner 10 years  
Rob Aikman 40 years  
Fred Riehl 40 years  
Murray Clow 41 years

## Retired But Not Gone

That is right, I have pulled the pin. It's been forty years since I took a wrong turn in Sparwood and I'll never do that again.

Actually, Fording has been a great Company to work for. It has provided me and others job security to the point of retirement while many other Companies have gone under or had difficulties.

This is not to say that I have agreed with their management styles or decisions. In fact, more often than not I have not. Whether it was securing new contracts or challenging policies we (the Union) have always given them a good fight. I am pleased with our contract gains over the many years. When I first started employment, we were the lowest paid in the valley and now in many areas we are the leaders.

I believe I leave the Union in good hands. We have a lot of new Reps who have the energy and passion to continue the fight.

It's been an honour to represent our members over the many years. I definitely owe a big thanks to all the great Reps, Union Staff and volunteers who made our Local Union one of the strongest in Canada.

It's time for my nap. So long.

Fred Riehl



## S&A for Covid-19

If you test positive for Covid-19 or must quarantine because you have symptoms, you can file for S&A to cover your missing time at work. Even if you are unvaccinated or have not disclosed your vaccine status you will still be eligible for coverage by SunLife. The 2-day waiting period is waived for Covid-19 cases. If you are showing symptoms or came into close contact with someone outside of work, contact your supervisor and then call 811. It is very important that you follow the recommendations of 811, as they are the medical professionals and know what is best. If 811 tells you that you must quarantine, make sure to notify your supervisor to let the Company know that you will not be at work.

After you have notified your supervisor, you will want to file the paperwork for S&A. The easiest way is to go to our website, [www.usw7884.com](http://www.usw7884.com). From here if you click on links at the top of the home page, you will then find the link that says "COVID 19 sickness/accident forms". Fill out this paperwork and either send it in to SunLife yourself or you can email it to the Union Hall, and we can submit it for you. Keep in mind that you do not have to have a doctor fill out their portion on the forms as you cannot see a doctor while sick and in quarantine.

Now if the Company calls you to notify you that you were in close contact with a Covid-19 positive employee at work and that you must quarantine the company will automatically pay you S&A equivalent so you will not have to fill out any forms. Now if you are unvaccinated or have not disclosed your vaccine status then the Company will not pay you S&A equivalent.

We have also heard some misconceptions about having to use your holiday entitlements to cover for time missed. It is your choice to use the entitlement. If you want to use your entitlements so that you make full wages while you are off then that is fine, but do not let anyone pressure you into that decision. We have S&A coverage available so that you do not need to use your holiday entitlements.

If you have any more questions, or are having troubles with the forms, then please do not hesitate to call the Union Hall at 1-250-865-2223.

## Mental Health During the Holiday Season

During the holiday season it is important that we not only look after ourselves but those around us. For some people, Christmas and the New Year can be the hardest time of the year for their mental health. While celebrating with your family and friends, do not forget to check in with your neighbors and coworkers who are unable to be with their loved ones. Sometimes a simple conversation can go a long way in helping someone who is feeling down. If you are struggling during this time, do not hesitate to reach out to someone for help and always remember that your full-time union officers are always available to assist you by setting you up with programs such as the EFAP or even just being that person to listen to you. Let's make sure that we all look after each other during the holidays and beyond.



## Treatment of Employees

We are beginning to see a commitment from Teck to take bullying and harassment more seriously. What this means for the membership is that as allegations come forward there will be proper investigations completed and if it is found that someone is in breach of the Treatment of Employees SP&P then the company will use strong discipline to send a message that the behavior is inappropriate.

The Union does agree that bullying and harassment is unacceptable and if it is happening it needs to cease immediately. With this being said, the commitment works both ways. Our expectation is that the Company takes it seriously when a supervisor is mistreating the work force. We will hold the Company accountable to this and make sure that they are also disciplining and dealing with problem supervisors.

In order for us to do this we need you to speak up if you are being mistreated or see someone else who is. We know that at times it can be intimidating to speak out against a supervisor, but without you doing so, we will be unable to deal with the problem. As well, we encourage you to document when you were mistreated by writing it down.

We also encourage you to speak up if a coworker is bullying or harassing you. We go to work to better our lives and it is unacceptable to have the stress of your coworkers mistreating you. If this is happening, please report it right away to a supervisor and a union representative. From here we can then deal with the situation and stop the harassment from going any further.

It is important to not only look after ourselves but also for each other. In this modern age our workplace has no room for bullying and harassment so let's work together to end the practice at Fording River.



## Reporting Workplace Injuries to WorkSafe BC (WCB)

When you are injured at work, we ask that you report the injury to WorkSafe BC as soon as possible. By reporting the injury right away you minimize the chance of WorkSafe being able to attempt to blame the injury on something else.

Even if your injury seems minor at the time, we recommend that you still file a claim. Something that often happens is that an employee will get injured at work, but because they think that it is minor and figure they will recover quickly they do not file a claim. Then, after a few months has passed their injury still has not improved and now need to take time off to properly recover and receive medical treatment. Now, months after the injury they are filing a claim. This opens the chance of WorkSafe denying the claim as they will say that with the time that has passed the injury could be from an incident that happened outside of work.

It is also important that you file the claim yourself. Sometimes your Doctor or the company will offer to file a claim for you. Even if they do offer, we recommend that you file it yourself anyways, that way you can ensure that the claim was filed and to get your claim number right away. The easiest way to make a claim is to call the WorkSafe BC Teleclaim number. The Teleclaim phone number is 1-888-967-5377. After you have made the claim, we ask that you then call the Union Hall at 1-250-865-2223 or John's cell phone at 1-250-433-7960 to inform the Union of your claim. This way we can assist you if you have any issues with the claim.



## Incidents & Reporting

### **Reporting**

When an incident takes place, there are a few things that need to happen immediately.

- 1) Freeze the scene.
- 2) Call the pit supervisor.
- 3) Call Union rep.
- 4) Do not move any equipment in the area. (The only time its ok to move is if there is immediate danger)
- 5) The Union recommends not giving a statement until you have spoken to your Union Rep.

Next steps:

Get checked out by First Aid. It is important you are examined and cleared. When the L.P.O. has completed the examination, you will receive a first aid report. Read this first aid report to ensure it's accuracy. Keep the record for yourself as it may be required later if further issues arise.

### **Investigation**

The investigation is important to find out what happened and how to prevent it from happening again. When doing a safety investigation, the safety rep and supervisor are equal so ensure you talk to your safety rep. If there is any information that will help find the root cause they can and will request it. Here are some guidelines for Safety investigations.

- 1) The Union promotes honesty in all investigations.
- 2) Both your Supervisor and Safety Rep will be leading the questions throughout the investigation.
- 3) I don't know is an acceptable answer. Please do not guess an answer to a question.
- 4) We ask for your full cooperation and please fully participate with the investigation.
- 5) Site line is the final part of the investigation. Your Safety Rep and Supervisor will jointly fill out the Site Line report concluding the investigation.

The purpose of the investigation is to determine the root cause of the incident. If your supervisor proves there is a human error element that contributed to the incident you may be requested to provide a post incident drug and alcohol sample. At this point if you disagree with the request, the Union recommends that you request a shop steward prior to submitting your D&A sample.

## **Report all incidents**

Right now, the biggest incidents that are not getting reported immediately is shovel bucket - haul truck contact. The shovel bucket causes life altering injuries and, in some cases, takes days or weeks to show signs of injury. If anyone is struck by a shovel bucket, the scene is to be frozen immediately and the affected individual should be sent to first aid regardless of how they are feeling.

## Future Courses for the Membership

Starting in the new year we would like to start hosting training and information sessions over Teams for the entire membership. We feel that this opportunity will help to strengthen our membership and answer questions about our Union, the CBA (Collective Bargaining Agreement), and our rights as workers. The first course that we will be hosting is an introduction to the CBA. This course will be around 30 minutes and will help explain things like how to properly read and understand the CBA in its entirety. We will also use this time to point out key points in the CBA such as our safety language, breaks, etc. Please watch your emails in January as we will send out notice of times and dates of this course, as well as the Teams link so that you can participate in the course.

## Anonymous Statements

From time to time, we hear stories of supervisors going around to the membership looking for statements against a fellow member. Sometimes, one of the ways they convince our members to write a statement is by telling the person that they can write an anonymous statement, and that no one will ever know who the author of the statement was.

It is important to know that there is no such thing as an anonymous statement. If you write a statement and the issue goes to arbitration, you can and will be called to testify as the author of the statement. As well as the identity of the author can come out before arbitration, through the grievance process or the supervisors' telling others who wrote the statement.

Do not let the supervisors tell you otherwise. If you choose to write a statement on your own accord, make sure to get a copy of the statement for your own records and be aware that even if you did not put your name on it, you are still accountable as the author.

## The USW stands for unity and strength for workers.

United Steelworkers has a long and proud history of representing our members. Those before us fought for the rights that we cherish today. We strive to negotiate collective agreements that promote strong health and safety language, fair wages, pension plans as well as equitable treatment for all, regardless of race, colour, creed, sex, age, national origin, sexual orientation, political or religious affiliation, or disabilities. Our members work in nearly every industry and in every job imaginable, in all regions of the country. We work in call centers and credit unions, mines and manufacturing plants, offices and oil refineries, restaurants and rubber plants, sawmills and steel mills and security companies. We work in nursing homes, legal clinics, social agencies, and universities. At USW, we believe that member participation and input is essential to the successful operation of the organization.

Price and profits continue to grow at double and triple digits while pay increases stay in the low single digits. Big companies and governments are rapidly doing away with our middle class. Without strong representation we will not achieve good wage increases, better Benefits Plans, and strong Health & Safety language.

We need your help, to help all those individuals that do not have a voice and to help them enjoy the same benefits that we do as USW members.

If you have any friends or family that are working without a collective agreement, they are subject to the employer changing their wages, benefits, pension, and any other working conditions up to and including termination without any accountability. We often take for granted how lucky we are to have union representation that helps us secure our future and working conditions.

Many of us have friends and family working in situations that may be unsafe, or they may not be earning a reasonable wage and have a decent compensation package for the work they perform and are afraid to speak up without fear of reprisal. They cannot get there alone, and they need your help and support moving forward.

Please have them reach out to me for information as to how the USW will be able to help them and their families in their workplace. All information is kept strictly confidential, and the employer will never find out who has contacted the Union.

Thank you  
In Solidarity  
Chad Sedrovic  
VP Local7884/USW District 3 Organizer  
250-430-7280  
[vp@usw7884.com](mailto:vp@usw7884.com)  
[chadsedrovic@gmail.com](mailto:chadsedrovic@gmail.com)

## BC Government changes to Employment Standard Act and BC Labour Code

Did you know that the BC government is making long overdue changes to British Columbia's Employment Standards Act and the BC Labour Code that will make a real, positive difference to workers and their families across the province.

The [restoration of fairness to the BC Labour Code](#) – the legislation that regulates when and how employees can join unions and outlines the rights and obligations of unions and unionized employers – includes a number of provisions that make it easier for workers to exercise their constitutional right to join or form a union and achieve their first collective agreement.

The legislation also expands successorship rights that protect workers when contract services are retendered or 'flipped' in several employment sectors, including security services.

British Columbia remains a low-wage province, and precarious work is on the rise. The best antidote to economic inequality is greater union density. These changes to the BC Labour Code will help restore much-needed fairness at unionized worksites across our province.

The [modernization of the Employment Standards Act](#) – the legislation that sets minimum standards for workplaces in the province – includes stronger protections for children and youth from dangerous work, makes it easier for workers to get help when they feel their rights have been violated, and provides more job protection to workers experiencing intimate partner violence. The legislation also extends the recovery period for which workers can recover owed wages from their employer, prohibits employers from withholding tips or other gratuities from workers, and creates a legal framework for regulating tips and tip pooling.

These measures apply to all workplaces, whether they are unionized or not, and protects all workers' rights.

Employment standards are particularly important for the most vulnerable workers in society, such as women, immigrants, minorities, young workers, and precarious workers. Our Union has long advocated for improving fairness for all workers and ensuring all workplaces are healthy, safe, and respectful. Members in BC are pleased to see the government bringing back basic rights and protections that were gutted by the old government.

The BC Federation of Labour, affiliated unions, and community groups participated in government consultations and the BC Fed's "Workers Deserve Better" campaign that emphasized workers' stories and showed the need for change to both pieces of legislation.

## **An Equitable Recovery – The Case for Paid Sick Leave as a Right of Employment in BC sign the petition Today @ <https://bcfed.ca/campaigns>**

In much of the world, the idea that workers should have to choose between going to work sick or losing a badly needed pay cheque is absurd. Yet in British Columbia, that's the choice faced by sick workers every day — because most BC workers don't have access to paid sick leave.

This is more than just a workplace issue; it's essential to public health, and key to a resilient province and workforce that is ready to weather the ongoing pandemic and confront future crises. But most of all, it's a simple matter of equity and fairness, and never forcing workers to choose between their health and their financial well-being.



In May 2021, the BC government responded to public calls led by the labour movement and legislated a permanent paid sick leave program to begin in January 2022 under the *Employment Standards Act*. The province is consulting with the public as well as business over how that program will work.

[\*An Equitable Recovery\*](#) is our contribution to that discussion. We've looked at the evidence from BC and elsewhere, drawing on public health, economic and other published literature, as well as the real-life experience of programs in jurisdictions around the world.

This research and experience confirm that paid sick leave should be a right of employment for all workers — one that protects society from broader contagion and illness, and benefits and helps not only workers and their families, but businesses of all sizes as well.

This report also puts forward a proposal that would provide up to 10 days of employer paid sick leave to every worker, whether full-time or part-time, temporary, or permanent, regardless of their immigration status. Finally, the report features new public opinion research conducted by Research Co. demonstrating extensive support for 10 days of universal, employer-paid sick leave across the political spectrum in BC.

### **Key findings:**

- Practically nine-in-ten British Columbians (89%) agree that businesses have a responsibility to provide paid sick leave, including 58% who “strongly agree.”
- More than four-in-five British Columbians (86%) support the proposal for 10 employer-paid sick days in BC, while eight percent are opposed, and five percent are undecided.

- 80% of British Columbians support 10 or more days. Just over three-in-five British Columbians (62%) see 10 says as the right amount, while 18% see it as too few.
- Three-in-four British Columbians (76%) think BC’s sick leave program should cover part-time and casual workers, including 44% who say it should “definitely” consider this option. Only 17% of British Columbians think BC’s sick leave program should not cover part-time and casual workers, and only cover full-time workers.
- Support is consistent across the political spectrum, as well as income levels, geography, age, gender, and other key demographics. Importantly, support is also consistent between those who have access to paid sick leave already and those that don’t.

As union members we need to support these types of campaigns, this can be done by signing the petition that can be found of the BC federation of Labour’s website <https://bcfed.ca/campaigns> or by calling our local MLAs

Information pulling from the BC Federation of Labour website



## Safety & Reporting

Teck has made it clear that going home safe and healthy every day is a core value. However, the farther down the line we get that core value fades and production takes over. It's no secret that the best and most productive days that we have are the days without incidents.

How do we achieve this?

- Report all potential hazards.
- Report all near misses.
- Report all incidents.
- Report anything that doesn't look or feel right.

When should I report?

- **IMMEDIATELY.**

Who and when do we notify on all of these?

- Your first call should be your pit supervisor.
- 2<sup>nd</sup> call safety Rep or Union steward.

Why should I call a safety Rep or Union steward?

- It's good to keep your Union reps informed of issues to help with the follow up process. They may have information that's been passed on.
- Supports your case if there is negative recourse.
- Union reps are here for your support.
- To ensure issues are investigated.

Reporting and investigating are the key components of creating a safe productive workplace. Near miss reporting is an opportunity to identify hazards proactively. Incidents are reactive. Without following these, hazard ID will just be another failed program.

If you are not comfortable talking with management, reach out to your Union Rep to have your concern addressed.

## Training Opportunities Good vs Bad

There is a lot of confusion regarding training so it's necessary to clarify the good and bad. Fording River and the U.S.W. have negotiated the right to equal training opportunities. This is something that your union had to fight for. Without this language the company would be able to pick and choose who was given preference and some would never have the chance to advance their skills. This information can be found at the back of the C.B.A. **letter of understanding #8**. With all the different trucks on site, picking and choosing who gets checked out on what truck does not fall under the right to manage. Training opportunities are exactly that.

SUBJECT: Training Opportunities within the Same Job Classification - Mine Production Department

### 1. Unplanned Training Opportunities

These opportunities occur when the Company has not planned for training because of short notice of the opportunity.

The most senior employee in the job classification, in the work area on the shift will be **offered** the first opportunity to train.

### 2. Planned Training Opportunities

When the Company formally plans training, the most senior employee in the job classification on the shift will be **offered** the first opportunity to train.

This letter of understanding very clearly states that when training is **offered**, the Company must start at the top of the seniority list for the job classification working their way down. Everyone in that job class will be **offered** the training opportunity. If there are not enough volunteers the Company does have the right to train the most JR operator in the job classification on the job **offered**.



## *Employees' Right to Refuse Unsafe Work*

- Unsafe**
- 1.10.1** A person shall not carry out any work or operate any equipment, tool, or appliance if he has reasonable cause to believe that to do so would create an undue hazard to the health or safety of any person.
- 1.10.2** A Supervisor shall not knowingly perform or permit a worker to perform work which is, or could create, an undue hazard to the health or safety of any person.
- Right to Refuse**
- 1.10.3** A person who refuses to carry out any work or operate any equipment, tool, or appliance, in compliance with section 1.10.1, shall forthwith report the circumstances to his supervisor.
- Supervisor Investigates**
- 1.10.4** The Supervisor receiving a report under section 1.10.3 shall forthwith investigate the matter and ensure that any hazardous condition is remedied without delay; or if, in his opinion the report is not valid, he shall inform the person who made the report.
- Investigation**
- 1.10.5** If the procedure provided for in section 1.10.4 fails to resolve the issue and the person continues to refuse to carry out the work, the supervisor or other management representative shall forthwith make an investigation in the presence of the person who made the report, together with another person having knowledge of the work in question and who is:
- (1) a worker representative or designate of the OHSC if available or
  - (2) designated by the Local Union to represent the person refusing to carry out the work, or
  - (3) a co-worker selected by the person refusing to carry out the work.

**Use of  
Alternate  
Worker**

**1.10.6** If the person still refuses to carry out the work after his supervisor and the other person have investigated the issue in accordance with section 1.10.5 and are both of the opinion that no undue hazard exists and that

- (1) the refusal is considered to be justifiable for reasons peculiar to that particular person, and
- (2) there is no justification for an alternate person to refuse to carry out the work in question then, the supervisor, after informing the alternate person of the reason for the refusal, may have him perform the work.

**Manager  
Investigates**

**1.10.7** If the procedure in sections 1.10.4, 1.10.5 and 1.10.6 fail to resolve the issue, the manager shall

- (1) conduct an investigation and either develop a plan that is acceptable to the persons who will do the work, and which will allow the work to proceed safely, or suspend further work, and
- (2) If the work is suspended or allowed to proceed, submit a report to the OHSC, local Union, and an Inspector, that describes the incident, shows compliance with the Code and describes any remedial action taken.

**Remember this is a legislated requirement under the Health Safety and Reclamation Code for Mines in British Columbia. Don't be intimidated by anyone, into doing something that you believe is unsafe. REQUEST A UNION SAFETY REP**



## An Update from The Grievance Chair

With being your new Grievance Chair, I would like to take this opportunity to first thank the membership for placing their trust in me with this job. I do understand how important this job is to the Union and it is my hopes to be able to live up to all your expectations. I have been able to come into this position with fresh eyes, allowing me to make several changes to how our local handles grievances and arbitrations.

Before I begin telling you about some of the changes, I would first like to thank our previous Grievance Chair, Fred Riehl. Fred has dedicated several years to this Union and has helped many of our members. He has been and continues to be a mentor to myself and is always more than happy to share the wisdom he has acquired throughout his many years here as a Grievance Chair. Fred, I wish you the best in retirement.

While I was working in mine ops as an equipment operator one of the major concerns, I heard from the membership was the grievance process itself. It was normally a very long and drawn-out process and in many discipline cases by the time we were able to come to a resolve the grievor would already be done serving time on the discipline. Another major concern was the lack of communication to the grievor, leaving some to feel that their grievance was not being heard or taken seriously. When the Union finally got to a resolve there was a lot of concern about how the Union got there.

One of the big changes I made was getting the Grievance Committee functioning. It went from a committee that only met a couple of times a year to now meeting once a month. We also expanded the committee by opening the extra seat that was not normally used. With a functioning committee it has given us an opportunity to look at the grievance process as a whole. Now for most grievances that are filed, it will go through the committee. This gives different perspectives on the grievance itself, allowing us to make sure that we completely understand the argument when a grievance is filed. With the committee we are also able to follow up on grievances faster and more consistently, allowing for grievances to process through the various stages faster and hopefully getting to those resolves when it matters the most.

Another take away from the committee was to create a better training course for our shop stewards. The course that we created sets up our reps to be in a better position when helping you at the mine site through investigations or just offering advice. I am also empowering our reps to be able to have more ownership on the grievances they file. This will create more communication between our reps and the grievors. As well, the reps and the Grievance Committee will be more involved in final resolves and settlements, which will help members and grievors understand how the Union got to a resolve.

As for the arbitration side of things, I was fortunately able go through 3 different arbitrations in 2021 which helped me to understand where we need improvement. One of the first concerns I had was with our legal team. This team was no longer able to provide us with the representation that is required for a local of this size. I have switched our local to a highly recommended law firm. The representation from this new law firm will be a major help to us as we proceed with future arbitrations. Now that the Grievance Committee meets monthly, we as a committee will be able to ensure that the right cases are taken to arbitration and that no stone is left unturned during preparation.

These changes have been well received and I am looking forward to next year where I have a lot more planned. It is my hope that we can begin to alleviate many of your concerns and create a more transparent environment.

I am wishing you all a Merry Christmas and the very best for the New Year. And lastly, if you ever have any concerns or issues, do not hesitate to call my cell phone at 1-250-433-7960.

In Solidarity,  
John Ralph  
USW Local 7884  
Grievance Chair



Hi all, my name is Marty Ayres and I am a new Shop Steward on I shift in the fab shop. I have been in the metal fab and welding industry for over 20 years and at fording for 11 of those.

In a previous roll I became an Ives certified forklift instructor and would like to fill you in on some issues to look for when determining if the forklift is safe to use. I'm bringing up this topic because I hear of this equipment being used when it should be held down for repairs. As an example, the Wiggins had no working park brake, and an employee would walk beside when it stopped and place a wheel chock down to hold it in place. This was a work around deemed acceptable by management so it could be used without repairing it. One of the forklifts had a damaged mast and the work around was to only use at half capacity.

There are only two states of repair when using lift equipment, working and down. If the brakes are not working correctly or feel different it is down and must be inspected. If the steering has excessive play or the tilt column doesn't lock in place, it is down. If any function seems weird or not quite right it is down. When we write this stuff down in the logbook but then continue to use the equipment without necessary repair, we can and most likely will be held responsible for any incident that takes place. Please protect yourself, your co-workers, and your job. If you feel that the forklift should be down and you don't feel comfortable letting your supervisor know, get a safety rep, or shop steward. We are here to help.

Wishing you all a merry Christmas,

Marty Ayres



k5291277 www.fotosearch.com

## Message from VP

Things have been super busy at the Union Hall since elections. With the completion of bargaining in the summer, everyone has been busy working to build a stronger network for the membership.

There have been changes to the Health and Safety committee. We would like to welcome Mike Heck as the new health and safety Co-Chair. Mike has been an active part of the OH&S committee and we look forward to working with Mike in his new role.

Fred Riehl after years of dedication to Local 7884 and the membership has now retired. Fred will truly be missed, from his sense of humor to his extensive knowledge of the Union operations and history.

We now have John Ralph, as our Grievance chair / W.C.B, worker representative. John has been an active Shop Steward over the past years, and we welcome him to his new role. John has put in countless hours learning the two new roles. The grievance committee has been working hard and is dedicated to making this committee a success.

The trades committee met with the company on November 9th. This meeting was very productive with future meetings planned and clarification of Fording River's trades job descriptions on the agenda.

We have scheduled a labour management committee meeting for January 2022. This meeting we are looking to discuss the frequency of meetings and schedule dates for future meetings, review the up-and-coming year and what we can expect with entitled time off, shift exchanges, contracting out and Fording Rivers business plan update.

As per Letter of Understanding # 9, our new joint workplace Women's committee has met with the Employer on November 1st and has another meeting scheduled to discuss the future of this committee.

We will continue implementing and utilizing our negotiated committees to ensure that your interests are brought forward. Please watch for opportunities to get involved.

As many of you from Elkford and the surrounding area know, USW has been a large part of the community over the years. Everything from financial support, offering helping hands, hosting community functions and events. Volunteers keep these functions alive and would not be possible without all of you. We would like to thank everyone that has made this possible. We would like to extend a welcome to all members past and present, spouses, and our surrounding communities to become a part of the Steel Network. Workplace or in the community be proud to be a part of Steel.

**Wishing you all a Merry Christmas and a Happy New Year!**

In solidarity

Chad Sedrovic

250-430-7280

[vp@usw7884.com](mailto:vp@usw7884.com)

## Reasons Why You Should Thank a Union

# THANK A UNION

1. Weekends
2. Paid Vacation
3. FMLA
4. Paid Sick Leave
5. Child Labor Laws
6. Social Security
7. Minimum Wage
8. 8 Hour Work Day
9. Overtime Pay
10. Health & Safety OSHA
11. Health Care
12. Dental
13. Vision
14. Collective Bargaining
15. Breaks
16. Wrongful Termination Laws
17. Age Discrimination Laws
18. Raises
19. Sexual Harrasment Laws
20. American Disabilities Act
21. Holiday Pay
22. Military Leave
23. Equal Pay Act
24. Civil Rights
25. Workers Comp

**AFL-CIO**

# **USW LOCAL 7884**

## **EXECUTIVE OFFICERS**

<b>President</b>	<b>Adam Connell</b>	<b>Union Hall</b>	<b>865-2223 (910-0783)</b>
<b>Vice President</b>	<b>Chad Sedrovic</b>	<b>Mine Op (I)</b>	<b>250-430-7280</b>
<b>Rec Secretary</b>	<b>John Ralph</b>	<b>Union Hall</b>	<b>250-4337960</b>
<b>Fin. Secretary</b>	<b>Tim Twa</b>	<b>Maint (FD)</b>	<b>403-869-6815</b>
<b>Treasurer</b>	<b>Greg Hill</b>	<b>Mine Op (H)</b>	<b>250-425-1313</b>
<b>Trustee</b>	<b>Dustin Smith</b>	<b>Maint (F)</b>	<b>778-521-2078</b>
<b>Trustee</b>	<b>Mike Heck</b>	<b>Maint (HD)</b>	<b>250-421-7883</b>
<b>Trustee</b>	<b>Chris Marshall</b>	<b>Mine Op (F)</b>	<b>250-908-0472</b>
<b>Guide</b>	<b>Chris Olsen</b>	<b>Maint (HD)</b>	<b>403-795-0049</b>
<b>Inside Guard</b>	<b>Darlene Duerks</b>	<b>Mine Op (F)</b>	<b>250-865-2218</b>
<b>Outside Guard</b>	<b>Clayton Thiel</b>	<b>Maint (I)</b>	<b>780-807-9820</b>

# SHOP STEWARD

»Indicates Chief Shop Steward

## STEADY DAYS

»Adam Connell	Union Hall	250-910-0783 (865-2223)
»John Ralph	Union Hall	250-433-7960

## F-SHIFT

»Tim Twa	Maint.	403-869-6815
Dustin Smith	Mine Op	250-433-7765
Chris Marshall	Mine op	250-908-0472
Doug Brenner	Mine Op	250-946-6246
Mike Weckermann	Mine Op	604-414-9858

## G-SHIFT

»Stan Timmerman	Mine Op	250-426-0286
» Frank Giesbrecht	Mine Op	403-382-8451

## H-SHIFT

»Greg Hill	Mine Op	250-865-4605
»Chad Kniert	Mine Op	250-910-4556
Chris Dixon	Process	(403)849-7306
Launa Ludwar	Mine Op	250-584-4010
Chris Olsen	Process	403-795-0049

## I-SHIFT

»Chad Sedrovic	Mine OP	250-430-7280
»Clayton Thiel	Maint	780-807-9820
Brent Tiessen	Process	403-332-3951
Kurt Blair	Process	250-432-9108
Braden Weir	Mine Op	250-910-7296
Jordan Whittaker	Mine Op	403-849-0442
Marty Ayres	Maint.	250-433-1836

\* No other Stewards are to be used other than those indicated on this list without authorization of the Union.

## GRIEVANCE COMMITTEE

John Ralph (Co-Chair)	Union Hall	5&2	433-7960
Adam Connell	Union Hall	5&2	865-2223 (910-0783)
Christopher Olsen	Maint	H Days	403-795-0049
Clayton Thiel	Maint	I	780-807-9820
Marty Ayres	Maint	ID	250-433-1836
Chad Kniert	Mine Op.	H	250-910-4556

# UNION SAFETY REPS.

## F-SHIFT

Jim Thurow	Process Op	250-425-2541
Darlene Duerks	Mine Op	250-865-2218
Corin Dean	Mine Op	250-865-4575
Chris Marshall	Mine Op	250-908-0472
Mike Weckermann	Mine Op	604-414-9858
Jeremy VanderMaaten	Warehouse	403-801-0727
Ian Campbell	Process Op	403-563-1217
Todd Shultis	Maint	587-785-1816

## G-SHIFT

Frank Giesbrecht	Mine Op	403-382-8451
Ron Quinton	Maint.	250-919-2950
Mitch Court	Mine Op	403-593-2214
Stan Timmerman	Mine Op	250-426-0286

## H-SHIFT

Mike Heck (Worker Co-Chair OHSC)	Maint	250-421-7883
Greg Hill	Mine Op	250-865-4605
Joe Wood	Process	250-423 -0743
Launa Ludwar	Mine Op	250-584-4010
Darcy Bernhart	Maint.	403-894-4511
Jamie Sawler	Mine Op	403-815-8659
Chad Kniert	Mine Op	250-910-4556
Scott Sackett	Maint.	250-946-6092
Mike Rivers	Process	250-421-9012

## I-SHIFT

Chad Sedrovic	Mine Op	250-430-7280
Michelle Sedrovic	Mine Op	250-430-7784
Daryl Johnston	Mine Op	250-603-9346
Kurt Blair	Process	250-432-9108
Del Pare	Process	250-425-5063
Joe Sewell	Warehouse	250-865-4623
Randi Coolin	Mine Op	403-991-7269

## 5&2 SHIFT

Adam Connell	Union Hall	865-2223 (910-0783)
--------------	------------	---------------------

No other Safety Reps are to be used other than those indicated on this list without the authorization of the Union or Worker Co-Chair.